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ABSTRACT

This booklet on the status of women aimed at raising the consciousness of female college students, provides an orientation to feminism and references for further pursuit of the areas covered in the following sections. "On Woman and Her Role" sets the stage with selected quotations, expressing conflicting views of woman's role. "What It Is All About" gives the reader an answer to the question "What do you think of women's lib?" by outlining the various aims and grievances of feminists and the action they have taken to improve their condition. "Women and the Law" deals with the various laws that can be used to achieve equality and provides an address for securing further interpretations of the laws. "Women at Work" provides a non-restrictive outlook on jobs with suggestions for obtaining more specific information. "The Women Who . . ." describes women in education, abolition, women's suffrage, religion, social and civic reform, labor, science, business, sports, the arts, and many other areas of activity. "Dates that Made a Difference for Women," a chronology of events, concludes the booklet. (JH)

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To the reader:

This booklet is for you...whether you are just getting started or well underway. Probably no woman believes in or needs every facet of the Women's Movement, although every facet represents some women's beliefs and needs. This booklet is for you...if you want to know more about the status of women: past, present, future.

ACKNOWLEDGEMENTS

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Books listed in the reading suggestions section were consulted for parts of this publication. So were all other books and sources mentioned.

In addition, material on file from the *New York Times*, *Ms.* magazine, the Department of Labor and the Department of Health, Education, and Welfare were also used.

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ON WOMAN AND HER ROLE

The whole education of women ought to be relative to men. To please them, to be useful to them, to make themselves loved and honored by them, to educate them when young, to care for them when grown, to counsel them, to console them, and to make life sweet and agreeable to them--these are the duties of women at all times, and what should be taught them from their infancy.

Rousseau, *Emile*, 1762

Should it still be vociferated, "Your domestic employments are sufficient"--I would calmly ask, is it reasonable, that a candidate for immortality, for the joys of heaven, an intelligent being, who is to spend an eternity in contemplating the works of Deity, should at present be so degraded, as to be allowed no other ideas, than those which are suggested by the mechanism of a pudding, or the sewing of the seams of a garment?

Judith Sargent Murray, 1790

Man for the field and woman for the hearth;
Man for the sword and for the needle she;
Man with the head, and woman with the heart;
Man to command, and woman to obey;
All else confusion.

Alfred Lord Tennyson, *The Princess*, 1847

How did woman first become subject to man as she now is all over the world? By her nature, her sex, just as the negro is and always will be, to the end of time, inferior to the white race, and, therefore, doomed to subjection; but happier than she would be in any other condition, just because it is the law of her nature.

New York Herald, 1852

The man's power is active, progressive, defensive. He is eminently the doer, the creator, the discoverer, the defender. His intellect is for speculation and invention; his energy for adventure, for war and for conquest....But the woman's power is for rule, not for battle,--and her intellect is not for invention or recreation, but sweet ordering, arrangement, and decision.

John Ruskin, "Of Queen's Gardens," 1864

It seems to me as if the God of our race has stamped upon (the women) a milder, gentler nature which not only makes them shrink from but disqualifies them for the turmoil and battle of public life. They have a higher and holier mission....at home, by their blandishments and their love to assuage the passions of men as they come in from the battle of life, and not themselves by joining in the contest to add fuel to the very flames....

Senator Frederick Frelinghuysen of New Jersey, 1867

Ah! Consider the moral, I pray,
Nor bring a young fellow to sorrow,
Who loves this young lady today,
And loves that young lady tomorrow!

Gilbert and Sullivan, *Trial by Jury*, 1875

A woman's college! maddest folly going!
What can girls learn within its walls worth knowing?
I'll lay a crown (the Princess shall decide it)
I'll teach them twice as much in half-an-hour outside it.

Gilbert and Sullivan, *Princess Ida*, 1884

...we find everywhere this same pervasive error, this naive assumption, which would be so insolent if it were not so absurd, that only men are human creatures, able and entitled to perform the work of the world; while women are only female creatures, able to do nothing whatever but continue in the same round of duties to which they have been so long restricted.

Charlotte Perkins Gilman, 1912

As we learn from psycho-analytic work, women regard themselves as wronged from infancy, as undeservedly cut short and set back; and the embitterment of so many daughters against their mothers derives, in the last analysis, from the reproach against her of having brought them into the world as women instead of as men.

Sigmund Freud, 1915

THE WOMEN'S MOVEMENT - WHAT'S IT ALL ABOUT?

"Are you a women's libber?"

"What do you think of women's lib?"

If you haven't already been asked these questions, get ready. You'll hear them anytime now.

As a college student, you'll become more interested than ever in current issues. One of them, more prominent and more publicized each day, is the Women's Movement in America.

You wonder what it's all about and how it affects you.... This booklet includes background information to help you answer both these questions.

Like most complex matters, women's liberation means different things to different people...

- * to some women it means a drive toward equality with men in job opportunities and pay

- * to some women it means that their husbands should do the vacuuming or handle the cooking or take care of the laundry

- * to some women it means neutralizing the sexism of the English language, in which people in general are assumed to be men: mankind, fatherland, chairman, congressman

- * to some women it means obtaining insurance with coverage for the housework they do, should they become ill or die

- * to some women it means going to college and majoring in areas like medicine, architecture, law or engineering--

where women are not usually found

to some women it means burning their bras and throwing their razors away

* to some women it means the chance to adopt life styles until now considered unconventional

* to some women it means waiting longer for marriage and children so they can first develop themselves as individuals

* to some women it means organizing and lobbying for legislation to improve the status of women

* to some women it means being Ms. instead of Miss or Mrs.

In short, trying to pin down a definition for the Women's Movement is about as hard as trying to define--say, a good teacher: it depends on who you talk to, what you're after, what you believe in.

To begin with, this isn't the first women's movement that America has known. A movement that started more than a century ago culminated in 1920 with passage of the Nineteenth Amendment, giving women the right to vote.

Then, as now, the leaders and the goals were varied. Some women were effective; some were not; some objectives were readily obtainable; some were not. Then, women wanted such seemingly crazy things as the abolition of slavery; equality before the law; decent working conditions and wages; control of their earnings; access to education and divorce; the right to own property and to vote.

As some of today's women's libbers do, the first American feminists also attracted a great deal of scorn and abuse. They were told that the fitting place for them was home, raising children. Period. Many of their opponents argued that women were mentally and physically inferior to men; the responsibility of voting would therefore be too confusing for them. When they tried wearing clothing more practical for the lives they led, the "bloomer girls" were scoffed back into confining corsets and long skirts.

In 1865 the slaves were freed--on paper, at least. By 1920 higher education was available to women; their legal status and working conditions were considerably improved; they had the vote.

But today's activists hold that there's still a long way to go. And they have a case--judging by anti-discrimination laws passed since the 1960's and by proposed legislation, not to mention readily available statistics on women in professions, women's and men's salaries for the same job, women's legal rights, women in college and graduate school.

The time between the end of the last women's movement and the beginning of the present "revolution" has been called a reactionary period. Many men decided that women had won too much; many women disregarded the opportunities recently made available to them....The number of career women and college women which had risen to an all-time high, dropped to a puzzling low by the 50's. Women married early and if they had a career at all, it was "Occupation: Housewife."

The movement forward had ground into neutral--or even into reverse.

In *The Feminine Mystique*, published in 1963, Betty Friedan described the then ideal American woman as reflected by the media: a super feminine housewife whose satisfactions in life came solely from her home and family. This woman had refused or wasted college, married early, produced a large family--and had become miserably unhappy.

Why? Because, Ms. Friedan argued, something was missing. There was (and is) more to life for a woman than marriage and children. Women, like men, need some kind of challenging, creative endeavor outside the home...a lifetime commitment... the chance for personal growth. Confining themselves to their families, though, made these women almost parasitic; they lived on the fears and successes of their husbands and children. And lacking major outside interests of their own, they could contribute very little.

Result: frustration; physical and mental ailments; marital problems; overweight; alcoholism; over-protected children; driven husbands.

Of course, Ms. Friedan suggested answers. Even so, the interest in her book--called by its publishers the book that sparked the feminine revolution--prompted many other women, dissatisfied for one reason or another, to publish. As you might expect, many of their gripes were easy to sympathize with; some were far out.

Sex, and the treatment--or rather, the mistreatment--of

women as merely "sexual objects" has warranted the attention of a number of feminists. Kate Millett's *Sexual Politics* is one example of best selling feminist writing. Ms. Millett takes a strong stand on the idea that girls are carefully molded into passive, docile, non-assertive women in order to preserve the patriarchy, or male-controlled society, in which we all live.

"Sexual politics" refers to the way that one group of persons is controlled by another--in this case, the way that women are ruled by men. Ms. Millett argues that men in a patriarchy, where maleness is the norm, fear the "otherness" of women. Because men fear losing dominance in society--in the family, politics, industry, education, finance, science, religion--in short, in every power area--they act to perpetuate the patriarchy through systematic conditioning of women. Leaving to women all the domestic, or animal, activity (child-bearing and raising), men assume command in all human fields of activity (the world outside the home).

Millett argues that although women don't always recognize the discrimination they are subject to in the patriarchy, they are still a minority group--defined by status in society, not numerical size.

Women's economic inequality--including discrimination in jobs and salary--has also drawn feminist fire. So has the medical mistreatment of women by male doctors and psychiatrists.

Some presentations are compellingly factual; others are emotional, at best. Most feminine writers allude to still

other feminist writers or to those whose investigations have furthered the women's cause. If you start to read in this area, there are enough books and other publications to keep you busy for months. (A brief list of suggested readings appears at the end of this section. Take it from there.)

Generally, women's liberation writers are in opposition to one or more of these overlapping problems.

- * the patriarchal society, in which any institution of significance is male-dominated...Even God is masculine, and so organized religion, like the family, is patriarchal.

- * the theory that women are incomplete men, and therefore are biologically inferior...that much of their frustration--their "castration" of husbands and sons--springs from this situation

- * the conclusion that "anatomy is destiny"...that because of their supposed physical limitations, women are suited only for childrearing

- * the system whereby to perpetuate the patriarchy, women are culturally conditioned into passive, non-competitive female eunuchs, whose mentality for more than housework is doubted

- * the pervasiveness of the "ideal female" stereotype...unreachable and undesirable for women, but unthreatening to men

- * the routine division of men's and women's spheres: men handle the running of the world, while women are left with the menial, uncreative and ultimately unrewarding housework

* the condition of involuntary and unpaid servitude to which marriage and childrearing consign most women

* the economic inequality of women...used as a cheap-labor force, encouraged to work only when convenient for men, and usually in routine or auxiliary positions

* the medical exploitation of women, characterized by the unsympathetic attitude of male doctors, who operate too often and too extensively in treating women's problems

Other active women--not necessarily writers--are also spokespersons for the feminist movement.

Elected and appointed officials increasingly make news--as capable persons who happen to be women. Congresswoman Martha W. Griffiths (D--Mich.) organized and ran in July, 1973, hearings on equal pay for women. Her committee found out, to no one's surprise, that women are paid an average of 10-20 percent less than men doing essentially the same work. Ms. Griffiths has also led the fight for passage of the Equal Rights Amendment.

Representative Shirley Chisolm of New York has made her presence felt as an articulate black woman in Congress. Ms. Bella Abzug has been a vocal member of Congress and the Women's Movement.

Women mayors hold office in sizable cities across the country, and New Jersey Assemblywoman Ann Klein took a surprising second place in the 1973 Democratic primary election for governor.

Women consumer advisors on a city, state and national level: Betty Furness, New York City; Millicent Fenwick, New Jersey; Virginia Knauer, Presidential consumer advisor--have demonstrated the influence effective women can have. Ms. Jill Ruckleshaus represents women's interests as special assistant to the White House Office on Women's Programs.

Women in entertainment fields have allied themselves with one facet or another of the feminist movement. Shirley MacLaine's visible role in the Democratic National Convention is just one example.

Women's liberation organizations have been formed nationwide, in big cities and small towns. Speakers bureaus, outgrowths of the larger units, spread the feminist word. The term "caucus" denotes a women's group with political goals. The National Women's Political Caucus, for instance, has grown from 300 to 1,500 members in 30 states in two years. Its clout has been acknowledged by legislators who invite testimony by NWPC representatives, and by the Citizen's Advisory Council on the Status of Women.

The National Organization for Women, NOW, is the epitome of what an action organization can be. Operating through numerous local chapters, NOW is the power behind projects like shared houses and child care centers. NOW's task forces in areas such as Women in Religion and The Masculine Mystique gain publicity and support for important causes.

A NOW complaint helped start the wheels turning toward the 1973 Supreme Court decision against sex-labeled want ads.

NOW spokespersons testify before state and national committees.

Growing out of a study of TV, the New York NOW chapter filed a petition with the Federal Communications Commission regarding one station's treatment of women in employment and on the air. NOW fights on many fronts against sexism in the schools, and recently played a major role in the New Jersey Little League decision favorable to would-be girl players.

Ratification of the Equal Rights Amendment is understandably NOW's current priority.

Black women formed the national Black Feminist Organization in August of 1973, with chapters in several cities. The group's first organizing conference soon afterwards attracted 425 registrants, who discussed racism and sexism. Tentative proposals for drug programs and box office "woman-cotts" of offensive films were drawn up.

Consciousness-raising groups abound. Professional women start coalitions to facilitate the spread of information on job openings, working conditions, current legislation. However loosely, all these women's groups are usually considered part of the Movement.

The Women's Liberation Movement has been accompanied by landmark legislation prohibiting--and remedying--discrimination on the basis of sex. (Laws affecting women will be discussed in another part of this booklet.) However, the impetus for improvement in the status of women has also prompted positive action in education, finance and law, sports, the arts, the entertainment and publishing industries. Your daily newspaper

is the history book recording this feminist movement....

Educators--accused by Ms. Friedan of promoting the feminine mystique during the 40's and 50's--have worked toward equality for women in a variety of ways. "Women's studies" has entered the working vocabulary of teachers and school administrators as a shorthand reference to courses and whole degree programs for women and about them. Now offered by colleges across the country, courses in psychology, literature, sociology, history and politics as they affect women and as women affect them, are available.

College officials work on recruiting women students of all ages, and under the umbrella phrase, "continuing education," they provide testing; vocational and personal counseling; special course times; credit by examination and day care centers for the children of coeds.

Furthermore, health benefits for women students are steadily being equalized with those of men students. College health facilities more and more often include contraceptive and abortion information; gynecological examinations; health insurance for uniquely feminine conditions, including child-birth, miscarriage, abortion.

Educators are looking again at such basics as vocational interest tests administered to students. In 1972 the American Personnel and Guidance Association criticized a commonly used vocational interest blank as discriminatory because women were channeled only into "womanly" or "premarital occupations" as careers. Career areas regarded as masculine, such as

accountant, could not even be correlated with women's choices. Those areas considered womanly were not available to men.

A midwestern women's college administrator has recognized the need to retrain women to free them from "the stereotyped images which society has imposed on them....There will be a day when women...will be plumbers and carpenters as well as teachers," he stated.

The president of Bennington College is a woman; the vice-president is a man--her husband. The two claim to work cooperatively at college and at home, without competitiveness.

Women are treated as second-class citizens by virtually all segments of the credit industry, asserted one witness before the House Subcommittee on Consumer Affairs in November, 1973. Tired of discriminatory treatment by banks, credit agencies and insurance companies, women across the country have become the not-so-silent majority.

A July, 1973 Congressional hearing revealed that women pay more for insurance and cannot even get certain kinds of disability coverage....That waitresses often are not regarded as good risks for disability insurance, while waiters are welcome customers...That many group health insurance policies do not cover the husband of a woman employee even though they do cover wives of male employers.

Housewives --who don't work for pay--generally cannot get disability insurance measuring the value of child care and homemaking.

Women find it much harder to get bank loans than men do.

Divorced women suffer a double handicap, and married women who work often find their salaries discounted or ignored in mortgage considerations--especially if they are of child-bearing age.

As for credit, married women have difficulty establishing it in their own names; widowed, divorced or separated women must often cope with accounts still in their husbands' names; single women traditionally have more trouble establishing credit than single men.

It doesn't look good for women in finance circles, but the picture is steadily improving.

Witnesses before state and Congressional committees have urged passage of a law forbidding discrimination against women in the granting of credit. The Dept. of Labor reports that two states, Minnesota and Texas, have amended their laws to bar unfair practices by lending institutions. Two New Jersey banks in November, 1973, also made it easier for women. One will no longer consider marital status as a loan eligibility factor. The other will recognize a working wife's salary as well as the husband's in evaluating a family's income for a mortgage.

Tied closely to financial questions are legal ones. The sorts of issues being dealt with by the courts--often spurred by women's groups aware of new and needed legislation--range from the California request to use Ms. instead of Mrs. or Miss in registering to vote, to the November, 1973 New Jersey ruling permitting girls to play Little League baseball.

Whether or not they know who Lucy Stone was, so many women now retain their own names when they marry, or hyphenate them with their spouses' names, that leaflets and magazine articles on the steps to follow have proliferated. One woman, determined to keep her identity when she married, described the paradox: it's easier for a woman to adopt a new name than to keep her own!

Equality for women coaches and for women student athletes was the issue at a Long Island sports symposium in the spring of 1973. A study indicated that coaching stipends are uniformly higher for men coaches than for women--regardless of experience and level of coaching. Participants at the conference also talked about how to deal with the idea that participation in sports is unfeminine. This attitude was traced back to the sexism beginning in elementary school.... A real life, contemporary example of female conditioning.

Professional women athletes--especially tennis players--are demanding, and getting, equal playing conditions and equal prize money. The Virginia Slims tournament is the result of agitation by players like Billie Jean King.

Convinced the hard way that women artists are not given an equal chance to develop their craft or sell their work, nearly 1,000 women in the Los Angeles area (artists, filmmakers, designers, critics, performing artists, curators, collectors, students, patrons, art historians...) have established "Womanspace." Located in a converted laundromat,

the nonprofit feminist institution allows for exhibits, performances, and meetings of all kinds.

What they say isn't exactly greeted with applause, but individual women and groups of them are taking close looks at rock music ("Does Rock Degrade Women?" Answer: Decidedly yes!); at women in TV shows ("TV's Women Are Dingbats"); at TV commercials ("NOW Says: TV Commercials Insult Women")-- finding them wanting, and in some cases, starting legal action.

The success of Ms. magazine, a year old in the summer of 1973, is probably an indication of the interest in the Movement. The magazine offers fiction, health features, legal tips, a series called "The Family of Woman," and book and film reviews--all related to some phase of being a woman. Although numerous other specialized women's magazines are published, none has earned the popular success of Ms.

Ms. plans a one-hour "magazine-type" television show, and, among its other expansion projects, has already produced "Free to Be...You and Me," a record for children stressing the equality of boys and girls.

The catalog of women's activities goes on and on. This part of WOMAN: *yesterday, today, tomorrow* has tried the almost impossible task of summarizing what's happening with women.

Consciousness-raising was the goal. It will have been achieved if now, when someone asks, "What do you think of women's lib?" you know the answer.

READING SUGGESTIONS

early pro-women views

Mill, John Stuart. *On the Subjection of Women*. 1869.

Greenwich, Conn.: Fawcett World, 1971. Taking the side of a revolutionary idea (the emancipation of women) before its time had come, Mill enraged Victorian chivalrists and chauvinists.

Wollstonecraft, Mary. *A Vindication of the Rights of Women*. 1792. New York: W. W. Norton, 1967. Influenced by the thinking of the French Revolution, this Englishwoman founded the cry of "liberty, equality and fraternity"--for women.

writing reflecting the current feminist movement

Bird, Caroline, *Born Female: The High Cost of Keeping Women Down*. New York: McKay, 1968. This refreshingly readable author provides a hard-hitting account of the economic depression of women, proven by labor statistics and census records.

Boston Women's Health Book Collective. *Our Bodies, Ourselves*. New York: Simon and Schuster, 1973. As Lydia Pinkham argued, only a woman can understand a woman's problems. That's the theme of this book.

Friedan, Betty. *The Feminine Mystique*. New York: W. W.

Norton, 1963. There should be more to life for a woman than living vicariously through her family; anatomy is *not* destiny.

Millett, Kate. *Sexual Politics*. New York: Doubleday, 1970. In her references to literature, philosophy and the social and behavioral sciences, Millett is occasionally witty, often convincing, always interesting.

Morgan, Robin, ed. *Sisterhood is Powerful*. New York: Random House, 1970. Long and short pieces representing a cross section of opinion make this a good book to browse through before reading more deeply elsewhere.

background: the first feminist movement

Flexner, Eleanor. *Century of Struggle: The Women's Rights Movement in the United States*. Cambridge, Mass.: Belknap Press of Harvard University Press, 1959. Whoever said that this book should be required reading for every young woman was right--but older women should read it, too.

WOMEN AND THE LAW

It's one thing for women to demonstrate, petition, and persuade to achieve equality. It's a far better thing when women can use the authority of law to advance their cause.

This is the case right now. Women involved in the Movement know well--or they should know--the series of laws and executive orders directly affecting them: their education and career rights, their right to equal pay.

What follows is a capsule look at this legislation. Full copies of these laws, with interpretation, are readily available from the Government departments involved, or from your Congressperson.

An address you can use when you have questions about any facet of the laws affecting women, or when you want to request copies and interpretations of those laws is

Ms. Bernice Sandler, Director
The Project On The Status and Education of Women
Association of American Colleges
1818 R Street, N.W.
Washington, D.C. 20009

I. Equal Pay Act of 1963

- * The first sex discrimination legislation enacted by Congress, this law has helped women get millions in back pay.

- * It requires the same pay for men and women doing

substantially equal work, requiring substantially equal skill, effort and responsibility under similar working conditions in the same establishment.

Where discrimination exists, pay rates of the lower paid sex must be raised to equal those of the higher paid sex. Compensatory back pay may be awarded for up to three years.

* Parts of the Education Amendments of 1972 extended the coverage of this act to executive, administrative, professional and outside sales employees of schools.

* The Dept. of Labor enforces this law. Complaints may go to the nearest Wage and Hour Office of the Employment Standards Administration by letter, phone, or in person.

Reviews by the Labor Dept. can be conducted without a complaint being filed.

If an employer fails to comply after investigation, the Dept. of Labor can bring suit.

II. The Civil Rights Act of 1964

* Title (read "chapter" or "part") VII of this law forbids discrimination in employment on the grounds of race, color, religion, sex or national origin. Some of the numerous areas in which discrimination can occur are recruitment, hiring, promotion, firing, wages, conditions or privileges of employment, insurance, retirement.

* Title VII has been amended by the Equal Employment Opportunity Act of 1972 to include all educational institutions, both public and private, whether or not they are Federally funded.

* The Equal Employment Opportunity Commission--established by this law--receives and investigates charges of discrimination. EEOC may now bring a civil action against an employer found to be discriminating.

III. Executive Order 11246 (signed 1965), amended by 11375 (signed 1967)

(Note: An Executive Order is not a law, but a series of rules and regulations contractors must follow if they want Federal funds. This particular Executive Order has been used extensively to combat blue collar racial discrimination, especially in the construction industry. Think of "The Philadelphia Plan," for instance..

"Contractor" refers to any employer with a Government contract, including a grant or a loan.)

* Discrimination by all Federal contractors on the basis of race, color, religion, national origin, or sex is forbidden by this Executive Order, as amended.

* The order applies to Federal employment, Federally assisted construction, and all universities and colleges with Federal contracts. It involves two concepts:

(1) non-discrimination...employers must eliminate discrimination in existing employment practices affecting present and potential employees

(2) affirmative action...contractors must prepare a written (affirmative action) plan detailing the ways they will eliminate discrimination in the future, based upon a study of

present employment conditions. They establish goals and time-tables for correcting existing "underutilization" of available qualified women (and minority group members).

* Although the Office of Federal Contract Compliance (of the Dept. of Labor) has policy jurisdiction, the Office for Civil Rights of the Dept. of Health, Education, and Welfare does the actual investigations of educational institutions covered by the Executive Order.

IV. Age Discrimination in Employment Act of 1967

* While this law does not deal specifically with sex discrimination, it could help women over 40 seeking jobs.

* It prohibits age discrimination against those between 40 - 65.

V. Comprehensive Health Manpower Training Act and Nurse Training Act of 1971

* This law prohibits sex discrimination in admissions to schools of medicine, osteopathy, dentistry, veterinary medicine, optometry, pharmacy, podiatry, public health nursing or any training center for allied health personnel.

* The Office for Civil Rights of DHEW administers this law. Loss of Federal funding can result if discrimination is proved and not corrected.

VI. Education Amendments of 1972

* Title IX of this law prohibits discrimination on the basis of sex in all Federally-assisted education programs, from preschool to graduate higher education, with certain exceptions.

* Directly affected are students (in areas like admissions, scholarship awards, availability of courses) and faculty (in areas like hiring, salaries, promotions, course assignments).

* The Office for Civil Rights of the Dept. of Health, Education, and Welfare represents all Federal agencies in the Administration of Title IX. If other attempts to eliminate proven discrimination fail, Federal assistance can be withheld; formal legal action is possible.

VII. Equal Employment Opportunity Act of 1972

* This act amended Title VII of the Civil Rights Act of 1964, bringing educators under its employment provisions.

* A national commission of five Presidential appointees had been established in 1964. It could then only investigate charges and try conciliation. Under the EEOA, the Commission was empowered to bring civil actions against employers who discriminate.

Not only do enforcement agencies vary from law to law, but their procedures also differ. In at least one case, those who report discrimination are assured anonymity (Equal Pay Act, enforced by the Wage and Hour Division of the Dept. of Labor). In other cases, the employer could learn, early in the game, just who had complained (EEOC and Office of Federal Contract Compliance). However, employers are forbidden by law to punish employees for filing charges of discrimination or for related activities.

The \$38 million agreement reached early in 1973 by

American Telephone and Telegraph Company (A T & T), the U.S. Dept. of Labor and the EEOC is an expensive illustration of how sex discrimination cases can be settled. In its move against A T & T, the Federal Government applied

* The Equal Pay Act of 1963

* Title VII of the Civil Rights Act of 1964

* Executive Order 11246

As a result, A T & T will pay out \$38 million for back pay and wage increases in 1973. The company is also committed to spend millions more in wage increases over the next five years; to change its system of hiring, promoting and transferring employees; to establish goals and timetables toward more equal utilization of women and minority group members; to end job-connected sexual stereotypes.

Law suits are pending against other corporation giants... as well as numerous colleges and universities. Government contracts have been cancelled with some schools; others are in jeopardy because of alleged discrimination.

Written affirmative action plans--now required of vir-

tuallly all colleges and universities in the country, regardless of whether or not they receive Federal funds--are being

prepared for scrutiny by the Dept. of Health, Education, and Welfare. Individual women and groups of them (filing "class

action" suits, alleging "patterns" of discrimination) are

proving discrimination on the basis of sex...and then gaining or regaining deserved jobs, and receiving deserved salary

raises or promotions.

As one spokeswoman put it, the hand that rocks the cradle has learned how to rock the boat.

THE PROPOSED 27TH (EQUAL RIGHTS) AMENDMENT
TO THE CONSTITUTION OF THE UNITED STATES

Section 1. Equality of rights under the law shall not be denied or abridged by the United States or by any State on account of sex.

Section 2. The Congress shall have the power to enforce, by appropriate legislation, the provisions of this article.

Section 3. This amendment shall take effect two years after the date of ratification.

WOMEN AT WORK

First woman prison guard...police officer...FBI agent...

The camera zooms in on the woman in the hard hat as the interviewer asks her, "Are you a women's libber?"

First woman highway maintenance laborer...first woman general...first woman bacon slicer in meat packing plants...

A T & T pays \$38 million in back salary to women who lost job opportunities and raises because of sex bias. Next, telephone company ads show women employees as pole climbers and men as phone operators.

First woman to own an advertising agency...first TV news anchorwoman...first woman "lumberjill"...

Major corporations print stories in their internal publications about company women reaching the top; about their equal employment opportunity policies.

Women are demanding a chance at the jobs they want, getting that chance and proving they can do it: that's the employment situation of women in the 70's. It should be even better in the 80's and 90's. Each new law--and lawsuit--opens the career opportunity door wider for women.

Newspaper accounts detail how women have moved into formerly "for men only" apprenticeships and factory jobs. In 1971, women held down 47 out of 370 skilled occupations listed by the Census Bureau. Today women are paid for work in 170 of these classifications.

Although the percentage of factory women supervisors in largely male departments is still minute, it has risen--from 1.3 to 3.4 in 1972. And the differential in pay between women and men doing the same job steadily narrows.

No longer can employers legally refuse to hire female applicants with small children...unless they also turn down male applicants in the same situation. Nor can women be denied jobs because their prospective co-workers would prefer to work with men or because employers hold generalized, and generally wrong, notions about women workers as a group.

Women have had more difficulty breaking into certain professional career areas, such as law, dentistry, architecture, teaching and administration in higher education....For instance, in spite of laws designed to provide equal employment opportunity for women and minority group members, an American Council on Education survey indicates that between 1969 and 1973 the proportion of women college faculty members rose from 19.1 to only 20 percent.

Part of the solution, of course, is for women to keep agitating to get into the career areas they seek. Legally, they've never been stronger. An alternative is for women to look past traditional occupations and train instead for non-traditional jobs.

According to a Dept. of Labor publication, the professional and technical workers occupation group will have the highest predicted growth rate between 1970-80. After that, the service workers area will probably grow most.

Right now, women are concentrated in a narrow range of professional and technical jobs: registered nurse, dietician, occupational therapist, medical laboratory worker. However, women could go into dentistry or veterinary medicine; they now comprise just 2% of the total people in these areas. As chemists and physicians they make up only 7% of the total work force. Only 4% of all draftsmen are women, and just 11% of all engineering and science technicians are women.

The emerging area of environmental protection offers a multitude of jobs for women, ranging from meteorologist and oceanographer to environmental lawyer and journalist.

Women workers make up nearly two-fifths of the work force. They are concentrated right now in the clerical area. The area next in number of women workers is the service field, where women appear as cosmetologists, hospital attendants and stewardesses. However, most state police officers, also classified by the Labor Dept. as service workers, are men. So that's just one more nontraditional field for women to consider. Erroneous assumptions about their interests and abilities should no longer hold them back.

How can you start investigating career possibilities?
For starters...

* School guidance counselors are trained to know about jobs and occupational outlooks. They can give and interpret tests which tell you more about your strengths and weaknesses, and then show you how your abilities might fit general career areas.

Counselors can provide reading materials and addresses where you can write for more information.

- * You might already know someone in the field that interests you. Talk to that person. Ask questions. Observe the job process at length; see if it holds its interest for you.

- * Use your part-time and summer jobs to investigate occupational areas you want to know more about. Since you must work anyway, make the job as relevant to your career goals as possible.

- * Send for materials produced by specialists in your chosen field. For instance, if you want to go into radio and TV broadcasting, you can contact American Women in Radio & Television, Inc., 1321 Connecticut Avenue, N.W., Washington, D.C. 20036 for literature. Usually someone in the job you want can provide addresses.

- * Write for material from the Dept. of Labor. Much of the information earlier in this section, for example, was taken from *Careers for Women in the 70's*, produced by the Women's Bureau, Employment Standards Administration, U.S. Dept. of Labor.

- * The Superintendent of Documents of the U.S. Government Printing Office (Washington, D.C. 20402) could also send you that booklet (for 35 cents) and provide a list of all available Government publications.

- * Most college libraries would have these two very useful books:

(1) *occupational outlook handbook* (U.S. Dept. of Labor, Bureau of Labor Statistics, Bulletin No. 1650, 1970-71 edition) ...This is a surprisingly readable book which handles these phases of countless career areas: the nature and location of the industry; the specific jobs, clearly spelled out; training, other qualifications and advancement; employment outlook; earnings and working conditions

(2) *The Encyclopedia of Careers and Vocational Guidance* (Doubleday and Company, Inc., Garden City, N.Y., c. 1967)... Browse through Volume I to get ideas and the flavor of broad work areas; Volume 2 contains specific information about careers. Articles are written by experts in the fields included; they contain references to other publications and sources.

It's worth 15 minutes to become acquainted with each of these books.

Get to work!

THE WOMEN WHO...

Think of "Great Americans," and until recently you would probably think of Great American men. Think of "Notable Authors of the United States," and men would come to mind. The same thing would have happened with scientists, educators, artists, athletes...would have happened--until the Women's Movement, and the consciousness-raising that accompanied it, prompted some women to start thinking--for a change--about significant American women.

Yes, Ms. Virginia, there were and are some. History books leave them out more often than not, or mention them in passing as eccentrics. But all that is changing now. And in spite of omissions or distortions, you probably could pass this matching quiz with an A:

Match the name in the left column with THE WOMAN WHO...in the right column.

- | | |
|---------------------|--|
| 1. Amelia Earhart | ___ a. founded the church of Christ Scientist |
| 2. Dorothea Dix | ___ b. was a leading suffragist |
| 3. Mary Baker Eddy | ___ c. soloed across the Atlantic |
| 4. Jane Addams | ___ d. investigated prisons and hospitals for the insane; spurred reform |
| 5. Susan B. Anthony | ___ e. established Chicago's Hull House |

If you got 3, 5, 1, 2, 4, give yourself an A, for Awareness...Stage 1.

As they do today, women achievers of the past often "did their thing" in areas considered traditional for women: education, social, civic and health reform, clubs, home economics. But even in traditional fields, they faced obstacles because of their sex and/or their progressive views.

THE WOMEN WHO...left their mark in the field of education include Mary Lyon, founder of Mt. Holyoke Seminary (now College). She traveled widely to collect money and support--all at a time when for a woman to travel alone was practically unheard of, especially for the dream of female education which Miss Lyon had. Emma Willard taught herself the "non-ornamental" subjects she could not be admitted to college to learn. Sixteen years before Mary Lyon's school even opened, Mrs. Willard's Troy (N.Y.) Female Seminary offered intellectually respectable studies for women. Prudence Crandall opened a controversial boarding school for Negro girls in Canterbury, Connecticut. Nineteenth century rednecks finally forced its closing.

Mabel Smith Douglass was founder and dean of the New Jersey College for Women, later Douglass College. The Florida school Mary McLeod Bethune started in 1904 for the children of Negro laborers grew to a coed institution with hundreds of students. Mrs. Bethune began as a cotton picker and rose to become a White House advisor. As Superintendent of Chicago schools, Ella Flagg Young became the first woman to hold a

major educational post. This associate of John Dewey became the first woman president of the National Education Association in 1910.

THE WOMEN WHO...live on for their pioneer work in the cause of abolition and woman suffrage include Lucretia Mott, also a Quaker minister, sometimes regarded as the moral force in the suffrage movement; Elizabeth Cady Stanton, orator, writer and liberal thinker, who, with Susan Anthony, was the driving force behind the multi-volume *History of Woman Suffrage*, and author of *The Woman's Bible*--among other things; and Lucy Stone, who when she married and retained her maiden name prompted the coining of "Lucy Stoner" to describe any such married woman. Ms. Stone was the first woman in Massachusetts to earn a college degree and the first person to be cremated in New England.

Harriet Tubman, called the Moses of her people, escaped from slavery and led an estimated 300 more slaves to freedom. She became an abolition and suffrage speaker....So did Sojourner Truth, whose famous "and ain't I a woman" speech confounded her listeners.

Julia Ward Howe, also active in the women's club and suffrage movements, wrote "The Battle Hymn of the Republic." Amelia Bloomer combined temperance work with women's rights activities. The notorious "bloomer girl" outfits were named for their designer.

A more flamboyant temperance advocate was Carrie Nation, who sang hymns and quoted from the Bible as she threw bricks,

broke bottles, and used a hatchet on saloon furniture and risque ornaments. Little wonder she was known as a "direct action temperance reformer"!

THE WOMEN WHO...devoted their energies to religious work include the first American citizen to achieve sainthood, Roman Catholic nun St. Frances Xavier Cabrini, who, although born in Italy, founded the Missionary Sisters of the Sacred Heart in this country.

Mary Dyer, an English-born supporter of Anne Hutchinson, was put to death in 1660 for challenging the Massachusetts law banishing Quakers from that colony. (In pleading for her pardon, her non-Quaker husband referred to her "inconsiderate madness.") Zionist leader Henrietta Szold founded an "Americanization" school for immigrants which set the pattern for others like it; she was also the founding president of Hadassah.

THE WOMEN WHO...generated reform in social, civic and health areas range from Sara Josephine Baker, who established the Division (now Bureau) of Child Hygiene in New York City--the world's first tax-supported agency devoted exclusively to improving the health of children...to Clara Barton, founder of the American Red Cross; from Helen Hunt Jackson, crusader for Indian rights and author of *Century of Dishonor*...to muckraker Ida Tarbell, whose 1904 *History of the Standard Oil Company* was the model for future exposés based on extensive research and careful writing. Grace Dodge must be mentioned

whenever the early YMCA/YWCA are recalled, and Ida Wells-Barnett was a noted editor, anti-lynching crusader and speaker on Negro rights before the Depression.

"Humanitarian" is the title sometimes applied to Eleanor Roosevelt†, in an effort to suggest her numerous endeavors: author, U.S. representative to the United Nations; chairman of the U.N. Commission on Human Rights; politically influential woman.

THE WOMEN WHO...worked in the cause of labor reform might be linked with their suffragist and temperance sisters; they tirelessly organized, traveled, spoke--struck--and inched closer to their ideal.

Women who fought to raise salaries, lessen hours, improve working conditions and eliminate child labor include Florence Kelley, secretary of the National Consumers League; Mary Kenney, AF of L women's organizer and leader in the Women's Trade Union League; Leonora O'Reilly, influential speaker and organizer; Rose Schneiderman, early leader of women cap makers in the Trade Union League.

The contributions of Leonora Barry, who began as an uneducated machine operator and became a national leader, is not that uncommon; fired by a cause, she did what had to be done. As "General Investigator" for the Knights of Labor's new Department of Woman's Work, she traveled during the late 1880's as extensively and tirelessly as Susan Anthony and Frances Willard had traveled for the suffrage and temperance causes.

Maybe "True Grit" would be the only appropriate category for Hanna Duston, who bore 12 children before she was captured by indians during King William's War, and marched toward Canada. Told she would be "stript, scourg'd," and made to run the gantlet of the tribe once the trip was over, Mrs. Duston resolved to escape. One night she killed nine indians; a young boy who was a fellow captive killed the remaining one. The two were underway downstream in a canoe when Mrs. Duston realized she would need proof of her story. They turned back, scalped the dead indians, and went on home--where they collected bounties for the scalps and where Mrs. Duston eventually bore one more child.

Juliette Gordon Low founded the Girl Scouts of America. Fannie Farmer, teacher of cooking and dietetics, wrote the classic Boston Cooking-School Cook Book. Rebecca Gratz, pioneer Jewish charity worker and Sunday school founder, was thought to be the model for the heroine of Scott's *Ivanhoe*, Barbara Frietschie was immortalized in Whittier's poem as a patriotic heroine of the Civil War. Developer of the famous Vegetable Compound patent medicine, Lydia Pinkham was a 19th Century entrepreneur.

THE WOMEN WHO...were firsts in their fields include Gertrude Ederle, first woman to swim the English Channel (and beat the existing men's record); Louise Bethune, first professional woman architect; Jeannette Rankin, Montana's leading suffragist, and in 1917, first woman elected to Congress; Elizabeth Blackwell, first woman physician in America--and

in her native England; poet Gwendolyn Brooks, first Negro to win the Pulitzer Prize; Frances Perkins, Secretary of Labor, 1933-1945, first woman to serve in the U.S. Cabinet; and Marian Anderson, contralto, first Negro to sing at the Metropolitan Opera. Margaret Corbin, wounded in the battle of Fort Washington, has been called "the first woman to take a soldier's part" in the Revolution.

As a governor of the American Stock Exchange, Mary Roebling was the first woman to hold a policy-making position on any major exchange. In 1960, as the only woman who headed a major American bank (Trenton Trust Co.), Mrs. Roebling hired only women as tellers in the main branch. She asserted that the world of finance and banking is wide open for women who can "think straight, reason correctly and don't make clerical errors."

Even today, women authors are the target of some reviewers, but depending on your tastes, many women writers merit recognition--regardless of their sex: Willa Cather, Margaret Fuller, Gertrude Stein, Harriet Beecher Stowe, Margaret Mitchell, Edna Ferber. Historian Barbara Tuchman is a Pulitzer Prize winner, and playwright Lillian Hellman ranks with the best that America has produced.

Although her work was not even discovered until after her death, the place of poet Emily Dickinson is now secure in American literature. The second volume of poetry published by a woman in America (1773) was the work of Phillis Wheatley, born in West Africa, and later famous for her learning and wit.

A farsighted colonial writer and feminist, Judith Sargent Murray spoke out strongly against sex role conditioning. She is quoted in Eleanor Flexner's *Century of Struggle*: "The one is taught to aspire, the other is early confined and limited. As their years increase, the sister must be wholly domesticated, while the brother is led by the hand through all the flowery paths of science."

Accurate as Mrs. Sargent's criticism of colonial education was, some women--then and later--would not be denied, and they explored for themselves "the flowery paths of science."

THE WOMEN WHO...made their names in science include Maria Mitchell, astronomer and Vassar teacher, who discovered a comet later named for her; botanist Elizabeth Britton; Ruth Benedict, respected anthropologist, author of *Patterns of Culture* (1934); educational psychologist Leta Stetter Hollingworth, who early in her career argued the sociological, rather than physical or mental, inequality of women; Alice Kober, classical scholar and linguist, whose work contributed to the deciphering of the Minoan script "Linear B"; Maria Goeppert Mayer, world authority on the structure of the atomic nucleus and one of the two women ever to win the Nobel Prize for physics.

Scientist in her own right, Margaret Sanger opened America's first birth control clinic in 1916; she was founder and president of the American Birth Control League, and president of Planned Parenthood Federation of America and the International Planned Parenthood Federation....All this at a

time when the idea of birth control was heretical to most Americans.

Mary Calderone, physician and sex education advocate, is Executive Director of Sex Information and Education Council of the U.S. (S.I.E.C.U.S.), founded in 1964.

Ellen Richards, for all practical purposes, created the profession of home economics.... "Nellie Bly," really journalist Elizabeth Cochrane Seaman, brought Pulitzer's *N.Y. World* even more attention through her experience-based exposés of mental hospitals, sweatshops and prisons; she traveled around the world in 72 days, beating Phineas Fogg's fictional time.... Bessie Smith is increasingly cherished as THE blues singer.... Abigail Adams wrote letters vividly reflecting her times and the way people thought.... Jennie Jerome Churchill, mother of British statesman Winston Churchill, was the motivating force behind his early success.

THE WOMEN WHO...distinguished themselves in the arts range from Lillian Russell and Jeane Eagels to Katharine Hepburn and Helen Hayes. The work of impressionist Mary Cassatt and Georgia O'Keeffe, abstract painter, hangs in museums and is reproduced in definitive art histories. Books and films have proliferated about the unconventional and talented dancer, Isadora Duncan. And Martha Graham, dancer, choreographer and teacher is modern dance.

In these days when women politicians are still a rarity, Margaret Chase Smith, former Senator from Maine, still stands out. Serving in the Senate since 1949, Mrs. Smith was known

as an independent voter--and thinker. She was one of the first to speak out against Senator Joseph McCarthy in her "declaration of conscience," 1950.

She furthered the status of women in the Navy and was the first woman to sail on a destroyer in wartime. Once a syndicated columnist, Ms. Smith holds nearly 40 honorary degrees; she did not attend college.

Printing wasn't always a man's job, as it seems to be today. As long ago as the early 18th century, two women--Cornelia Smith Bradford and Elizabeth Timothy--distinguished themselves as colonial printers and journalists. Mrs. Bradford had married into the family of printers in business along the Eastern seaboard.

Sports is still another area where men have no monopoly. The achievements of one individual--Babe Zaharias--epitomize the woman athlete. A 1932 Olympic winner, she broke the standing records in javelin throw, 80-meter hurdles, and high jump. She also excelled in baseball, billiards, diving, lacrosse, and golf. Between 1940-50, she won every available golf title, including the National Open and the World Open. She was named in a 1950 Associated Press poll as woman athlete of the first half of the 20th century.

If you thought of still other women who would fit in some of these categories as you read this section of *Women: Yesterday, Today, Tomorrow*, that's the point: Once you start thinking of achieving women, even more of them come to mind.

During the summer of 1973, for instance, 20 American

women were selected to enter the Women's Hall of Fame at Seneca Falls, N.Y., where the first women's rights convention took place in 1848. Four of them are still alive: Marian Anderson; Helen Hayes; Margaret Chase Smith and Helen Brooke Toussig, physician.

The 16 others were Jane Addams; Susan B. Anthony; Clara Barton; Mary McLeod Bethune; Elizabeth Blackwell, Pearl S. Buck; Rachel Carson, author and conservationist; Mary Cassatt; Emily Dickinson; Amelia Earhart; Alice Hamilton, doctor; Helen Keller, educator and lecturer; Eleanor Roosevelt; Florence Sabin, medical researcher; Elizabeth Cady Stanton; Harriet Tubman.

A difference of opinion is what makes halls of fame...

Now let's see how you do on this second matching quiz. This time the right answers won't be given. You'll probably be interested enough to check.

- | | |
|------------------------|--|
| 1. Leontyne Price | ___ a. with her sister, wrote <i>The American Woman's Home</i> |
| 2. Carrie Chapman Catt | ___ b. prima donna |
| 3. Frances Willard | ___ c. Negro teacher-training pioneer |
| 4. Myrtilla Miner | ___ d. suffragist administrator |
| 5. Catharine Beecher | ___ e. leader of Women's Temperance Christian Union |

Where could you check? So glad you asked....Both sources suggested here are in the reference section; they

can't leave the library. You'll wish they could, though, once you leaf through them.

Notable American Women, 1607-1950

A Biographical Dictionary

3 volumes

Cambridge, Mass.: Belknap Press

of Harvard University Press, 1971

If the woman did what she is now known for before 1920, she'll probably be written up in this source.

But what if you want to know about a more current woman? Maybe you're after Helen Gahagan Douglas or Louise Nevelson. Then you'd use a

Current Biography Yearbook

telling "Who's News and Why"

New York: H. W. Wilson Co.

You'll find a biographical sketch either in the year when the woman first made news or in the year when she died.

Perhaps the Women's Liberation Movement will have served its purpose once outstanding women are set apart because they are outstanding human beings, and not because they are outstanding women.

DATES THAT MADE A DIFFERENCE FOR WOMEN

- 1792 - Publication in England of Mary Wollstonecraft's *Vindication of the Rights of Women*...This event is sometimes cited as the start of the modern feminist movement.
- 1819 - Mrs. Emma Willard delivered to Governor DeWitt Clinton "An Address to the Public; Particularly to the Members of the Legislature of New York, Proposing a Plan for Improving Female Education," which led to establishment of the Troy (N.Y.) Female Seminary, the first endowed institution for the education of girls.
- 1836 - First petition for a Married Woman's Property Law in New York reached the state legislature...Passed in 1848, this law marked the beginning of reform allowing married women in most states to hold property.
- 1837 - Opening of Mt. Holyoke Female Seminary (collegiate status in 1893), starting the move away from women's education only as training for housework and teaching ...first college for women in America
- 1848 - Seneca Falls (N.Y.) Convention...supplied the leaders and the cause for the women's movement which this meeting is considered to have started...The Declaration of Principles, modeled on the Declaration of Independence, included a resolution calling on women to

secure their right to vote.

1863 - Women collar makers and laundry workers in Troy, N.Y., united, went on strike and won a salary increase.

- Formation of National Women's Loyal League; members, headed by Stanton and Anthony, canvassed country for almost 400,000 petition signatures to support 13th Amendment, forever banning slavery

1868 - First time a proposal for a woman suffrage amendment was introduced in Congress...The "Anthony Amendment," proposed in 1878, was passed by Congress without a word being changed more than 40 years later.

- Women in Vineland, N. J., staged one of the earliest suffrage demonstrations; 172 cast ballots in boxes designated for them, having been denied use of the men's ballot box.

1869 - Women voted on an equal basis with men in the Territory of Wyoming.

1874 - Women's Christian Temperance Union organized in Cleveland

1881 - Knights of Labor (founded in 1869) began organizing working men and women on an equal basis.

1886 - A survey conducted for the Knights of Labor disclosed that the average hours for women workers were ten a

day, with \$5 weekly wages; salaries were slightly higher in the shoe industry.

1890 - Two houses of Congress voted to admit Wyoming to the Union with its constitutional provision for woman suffrage intact. This after Wyoming officials had been told that abandoning woman suffrage might be necessary for admission, and had responded, "We will remain out of the Union a hundred years rather than come in without the women."

- Founding of the New York Consumers League, which typified the movement to educate the buying public and enlist support for reforms of working conditions... printing of "White List," identifying decent places to work

1903 - Founding of the National Women's Trade Union League, which organized strikers; publicized strikes and grievances; picketed; enlisted aid of wealthy women; raised bail and strike funds; ran relief kitchens and welfare committees

1909 - First significant strike of organized women workers at two shirtwaist makers, Leiserson and Co. and the Triangle Waist Co., demonstrated that women could be organized and would support one another

1911 - Completion of a sweeping investigation funded by Congress of women's and children's working conditions

...became the basis for protective legislation and ultimately a precedent for improvement of men's working conditions, too

- 1915 - Carrie Chapman Catt drafted as president of the National American Women's Suffrage Association, a turning point in the drive...The Association came to creative life again.
- 1917 - First woman in Congress was presented to the House: Miss Jeannette Rankin, of Montana
- 1918 - The House of Representatives voted approval of the Anthony Amendment with a bare majority.
- 1919 - The Senate approved the amendment.
 - Legislators in Tennessee, the last state needed for ratification, voted 49 to 47 for the woman suffrage amendment. The Nineteenth Amendment gave the vote to 26 million women of voting age in the 1920 elections.
- 1920 - Women's Bureau of Department of Labor established, growing out of earlier departments related to working women
- 1938 - Fair Labor Standards Act (minimum wages and maximum hours for men and women)
- 1961 - John F. Kennedy established a President's Commission on the Status of Women.

- 1963 - First time women were admitted to Harvard Business School in equal competition with men applicants...Till then, they had to complete a Radcliffe course for women before entering the second year of HBS's course.
- 1964 - Equal Employment Opportunity Commission started operations.
- Civil Rights Act with vital Title VII became law, effective July 2, 1965.
- 1966 - Start of NOW, National Organization for Women, "to take action to bring women into full participation in the mainstream of American society now, exercising all the privileges and responsibilities thereof in truly equal partnership with men"
- 1973 - The U.S. Supreme Court on January 22 overruled all state laws prohibiting or restricting a woman's right to obtain an abortion during the first three months of pregnancy.
- The Supreme Court on May 14 ruled that women in the armed forces are entitled to the same dependency benefits for their husbands as servicemen have always received for their wives.
 - The Supreme Court on June 21 upheld a Pittsburgh ordinance prohibiting newspapers from carrying sex-designated employment advertisements. Only when there

is a legitimate connection between occupation and sex can the distinction be made.

- A 16-woman, two-man National Advisory Committee on Women established to advise Secretary of Labor Peter J. Brennan on opening non-traditional employment opportunities for women

(Note: Much of the information in this section came from Eleanor Flexner's *Century of Struggle*.)